THERMO BOND SOLUTIONS	**Job Description** **Senior Project Manager**	**TBA-HR-FJ-377**

REPORTS TO:	Head of Program & Product Management	**PAY:**	Salary
POSITION	Full Time	**FLSA CLASS**	Exempt
DEPARTMENT	Program & Product Management	**SHIFT**	Day

JOB SUMMARY:

Thermo Bond Solutions builds the physical infrastructure behind the next wave of high-density, AI-driven compute: engineered, precast, and deployed close to where the power and the workload live. As a Senior Project Manager, you will own the plan that moves new edge computed products and customer projects from concept to delivered units, with Engineering, Purchasing, Operations, and Business Development pulling toward the same date. Early on, this role runs a mix of short, high-priority projects across the business. As customer programs scale, this position is scaled into leading multi-site deployment programs. We need someone who runs complex projects without losing the details: clear decisions, direct communication, facilitating information and the teams who drive innovation.

SUPERVISORY RESPONSIBILITIES:

- No direct supervisory responsibilities. Provides project direction to cross-functional teams as assigned.

DUTIES AND RESPONSIBILITIES:

- Lead cross-functional execution of assigned projects and customer projects to meet schedule, quality, cost, and functionality objectives, aligned with overall business strategy.
- Create and own the overall project plan, incorporating inputs from Engineering, Purchasing, Operations, and Business Development, and hold teams to their commitments.
- Take on short notice special projects across Thermo Bond Solutions functions and drive each to a clear owner, plan, and close.
- Drive timely, well-reasoned decisions while mitigating risk and uncertainty to deliver project milestones.
- Support Product Management on New Product Introduction (NPI) project from concept through design release, pilot build, and launch to production.
- Run readiness reviews at key gates, including design release and Bill of Material (BoM) readiness, before work moves to production.
- Work with Purchasing and vendors to line up long-lead equipment and materials ahead of project need dates.
- Monitor project budget and spend and track resource and material capacity against plan.
- Track project performance and key metrics and resolve issues as they arise during execution.

- Manage customer project schedules and deliverables with Business Development, including approval packages, change requests, and delivery dates.
- Plan and coordinate site integration and installation, including delivery logistics, site readiness, set and installation, equipment integration, and customer turnover, working with Operations, Integration, and site contractors.
- Lead repeat-build customer deployment projects across many sites at once, including delivery waves, site sequencing, and customer reporting.
- Report status plainly to senior leadership, including risks, slips, and wins, so everyone knows what is committed, in progress, and delivered.
- Build and maintain the project tools the team uses, including integrated schedules, action-item trackers, and risk logs.
- Drive continuous improvement in project delivery, change control, and release processes, and capture lessons learned from each building and deployment.
- Perform other job-related duties as assigned.

QUALIFICATIONS:

- Five (5) or more years of experience as a project, program or site manager.
- Successful launch of 2+ programs, from initial concept through release to production.
- Proven track record delivering New Product Introduction (NPI) projects and releasing them to internal factories and external customers.
- Experience leading cross-functional teams in manufacturing, modular construction, building products, industrial equipment, or a closely related environment.
- Ability to build and manage integrated schedules, budgets, and risk logs across multiple concurrent projects.
- Working knowledge of the design-to-production flow, including drawings, Bills of Material, and ERP systems.
- Strong decision-making, analytical, organizational, and documentation skills.
- Clear written and verbal communication with senior leadership, customers, and vendors.
- Self-motivated team players with the ability to work with minimal supervision.

PREFERRED EXPERIENCE:

- Prefabricated, precast, modular construction, or electrical infrastructure programs.
- Mission-critical power, cooling, telecommunications, or energy equipment, including long-lead vendor management.
- Experience with stage-gate or phase-gate NPI processes.
- Experience supporting ERP implementation or system transition.
- Strong skills in Microsoft 365 (Outlook, Excel, PowerPoint, Project).
- Experience with CRM platforms.

CERTIFICATES, LICENSES AND REGISTRATIONS:

- None required. PMP, Kaizen, or Green Belt certification preferred.

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EDUCATION AND EXPERIENCE:

- Bachelor's degree in business, finance, engineering, construction management, or a related field, combined with five or more years of experience as a project or program manager.

TRAVEL, HOURS OF WORK & SUPERVISION:

This is a full-time position. Some overnight travel to plants, vendor facilities, and customer sites may be required on occasion. The employee is expected to independently manage assigned projects while coordinating with the respective managers and cross-functional project teams.

COMPENSATION & BENEFITS:

This position is a full-time, on-site, salaried position and is eligible to participate in Thermo Bond vacation, medical, 401K, and life insurance programs.

PHYSICAL REQUIREMENTS (including but not limited to):

- Prolonged periods of sitting at a desk and working on a computer.
- Must be able to access and navigate all areas of the facility.
- Ability to visit production and customer sites and wear required personal protective equipment.
- Able to lift/carry 15 lbs.

SUCCESS MEASURES:

- Independently manages assigned projects from kickoff through delivery against schedule, budget, and quality targets.
- Maintains one current project plan that every function works from.
- Surfaces risks, slips, and missing requirements early, with a recommended path forward.
- Moves new products to production through a repeatable, documented process.
- Gives leadership status they can rely on.
- Serves as a trusted partner to Business Development, Engineering, Purchasing, Operations, Product Management, and customers.

Revision Date	Author	Description
10/7/2026	CB	Original Release
10/8/2026	GR	Finalized Format